



CCB Review

Issue 11 / Oct-Dec 2015

A NEWSLETTER FOR CERTIFIED COMPLIANCE PROFESSIONALS
QUESTIONS? CCB@COMPLIANCECERTIFICATION.ORG

Society of Corporate Compliance & Ethics Annual Salary Survey Issued: What having a CCB certification could do for you

On October 4, 2015 the Society of Corporate Compliance and Ethics (SCCE)[®] issued its new Compliance and Ethics Officer Salary Survey report. The data reveals compensation information – both salary and bonus – for compliance and ethics professionals.

“We last did this research in 2012 and 2013,” said SCCE Vice President of Membership Development Adam Turteltaub. “Back then, we first reported on the chief compliance and ethics officer. We then followed up with a study looking at staff statistics: VPs, directors, managers and assistants/specialists. This time we were able to include compliance officers at all levels in one study.”

The research examines salaries using a wide range of variables such as years of experience, percentage of risks managed, size of compliance team, and organization size.

For chief compliance and ethics officers (CCEOs), average total compensation ranged from \$116,568 for individuals at organizations with a compliance budget not including compliance officer’s salary of less than \$100,000, to \$286,216 for those at organizations with compliance budgets of \$2 million or more.

The data also revealed that total compensation for CCEOs varied dramatically based on the type of organization. CCEOs in governmental organizations earned, on average, \$122,479. Those at non-profits earned an average of \$134,060. Academic institutions tended to pay more (\$146,684). The private sector had the highest averages at \$176,157 for privately-held institutions and \$230,811 for publicly-traded companies.

For the compliance staff, one of the most interesting pieces of data was the impact of holding the Certified

Compliance & Ethics Professional (CCEP)[®] certification. Vice Presidents with a CCEP earned an average of \$229,500, while those with no certification earned \$137,830. While the differences at other levels were not quite so dramatic, they were present at the Director (\$181,548 vs. \$149,717), Manager (\$118,111 vs. \$92,275) and Assistant/Specialist levels (\$86,735 vs. \$67,055). Notably, the premium for holding a CCEP was comparable to other, much older certifications such as Certified Internal Auditor and even CPA.

An online version of the report, including the ability to perform custom searches, will be made available in the coming months to SCCE members.

The association will also be following up with a benchmarking report using some of the data collected for this survey. “We gathered a great deal of information on factors such as compliance staff and budget vs. company size,” said SCCE’s Turteltaub. That will enable us to put together some benchmarks that organizations could use to assess issues such as whether their staffing is the right size as compared to its peers.”

The SCCE salary survey will also be available on the SCCE site: www.corporatecompliance.org.

Certification Fun Fact:

In 2013, *The Wall Street Journal*, citing the Society of Corporate Compliance & Ethics’ 2013 Compliance Staff Salary Survey, reported that compliance professionals certified by the Compliance Certification Board (CCB)[®] earn, on average, 20% more than those who do not hold the certification.

CONTACTING CCB

CCB certification specialists are available to assist you Monday–Friday, 8:00 AM–5:00 PM CST

- ▶ Call 888-580-8373, 888-277-4977, or 952-933-4977
- ▶ Email your questions to ccb@compliancecertification.org
- ▶ Fax to 952-988-0146

Check out CCB's website anytime of the day or night at www.compliancecertification.org

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Earning CEUs on a shoestring budget

Presenting or speaking on a compliance-related topic at an SCCE/HCCA conference or another organization's event?

Don't forget to claim your CEUs when presenting compliance and ethics-related topics (see applicable subject areas below).

▶ For presenting at an SCCE/HCCA event

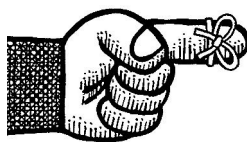
SCCE and HCCA have CEU applications at every event available for all attendees and speakers. Simply fill out the CEU application, making sure to note the session in which you spoke. CCB will be sure to add in the applicable amount of CEUs.



▶ For presenting at an event put on by an organization outside of SCCE/HCCA

To claim CEUs earned for presenting on a compliance-related topic outside of SCCE/HCCA events, simply fill out an Individual Accreditation application or submit the online form (see page 3, "How to," for instructions). Be sure to include the required back-up documentation (agenda, handouts, attendance certificate, etc.) and fill out all portions of the form for review and credit assessment.

Subject areas include: application of management practices for the compliance professional, application of personal and business ethics in compliance, written compliance policies and procedures, designation of compliance officers and committees, compliance training and education, communication and reporting mechanisms in compliance, enforcement of compliance standards and discipline, auditing and monitoring for compliance, response to compliance violations and corrective actions, HIPAA privacy, and complying with government regulators.



Reminders for the Actively Certified

Don't forget, you can earn CEUs from *Compliance Today* and *Compliance & Ethics Professional* quizzes. Each quiz you successfully pass will earn you 1 non-live Continuing Education Unit (CEU) You can earn up to 20 non-live CEUs toward recertification. See page 3 for directions on "How to take CEU

quizzes online" using the HCCA or SCCE websites.



How to: Take Compliance Today or Compliance & Ethics Professional quizzes online, to earn CEUs

Some screen shots below show SCCE's website. HCCA's website will function in the same way, depending on which quizzes you would like to take

1. Go to www.compliancecertification.org → "Quick Links" (in the lower right corner)

Select which magazine quiz you would like to take. *Compliance Today* or *Compliance & Ethics Professional* quizzes. Once you have selected which quiz you would like to take, you will be directed to the listing of active quizzes for that magazine.



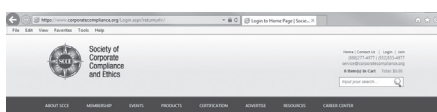
2. Here you will find the listing of active magazine quizzes and their associated articles.

After you have read the applicable articles, select the quiz you would like to take, then select the "Online Quiz" option for instant grading.



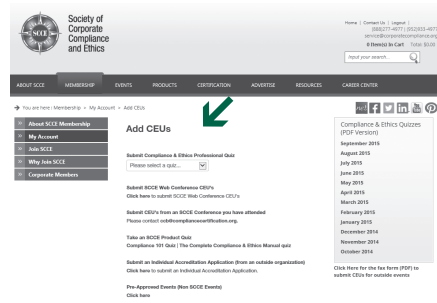
3. Once you select the quiz, you will be automatically directed to the quiz, or if you have not yet logged in, you will be directed to the "SCCE or HCCA Login" page.

Any individual who has previously participated in an SCCE or HCCA activity has a free password-protected account already set up.



4. You are now on the "Add CEUs" page. Select the CT or CEP quiz you would like to take from the drop down menu

Click on the first drop down menu option for magazine quizzes, and then select the months' quiz that corresponds with the magazine articles you read (i.e. October, November, December).



5. Complete the quiz and submit the survey when all answers have been selected.

Quizzes can only be submitted once. An individual must correctly answer 3 of the 4 quiz questions to be awarded 1 non-live CEU.



Note: Submissions are automatically graded and earned CEUs are recorded directly into your account. Answers for active quizzes cannot be released until the quiz expires (12 months from publication date).

CEU 101

A maximum of 20 of the 40 required CEUs for certification renewal can be non-live. This means quizzes like the ones above, as well as those for post session recordings of webinars, can be used to earn these 20 non-live CEUs. To learn more about "live" versus "non-live" credits, visit the ComplianceCertification.org webpage.



Compliance Certification Board™
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www.compliancecertification.org

Look inside to learn more about:

- ▶ SCCE Annual Salary Survey issued: How it could impact you.
- ▶ How to take *Compliance Today*® or *Compliance & Ethics Professional*® quizzes online to earn non-live CEUs toward renewal



CCB Certification

Frequently Asked Questions

Q: Can I renew my certification early?

Renewal invoices are created up to 90 days in advance of one's renewal date provided that the CEU requirement is met. For example if your renewal date is 10/31/2015, and you have met the CEU requirement (40 CEUs, 20 of which must be "live") as of 7/1/2015, you will be able

to login online and see your renewal invoice anytime on or after 7/1/2015. Keep in mind, renewing early does not alter your renewal date. Your next renewal period to start earning the required 40 CEUs to maintain your certification would still be 11/1/2015.

For more, go to www.compliancecertification.org → Candidates' FAQ.